Anti-Bullying Policy
2023 -2024

Document Control			
Document Author	Mr Gavin Green		
Approval Body	SET Education Team	Date	September 2023
Version Number	1		
Version Issue Date	August 2023	Effective Date	September 2023
Review Frequency	Annually		
Method of Dissemination	Publication on the Fakenham Academy Website		
For Use By	School Community		

Version History			
Version	**Date**	**Author**	**Reason for Change**
1	28 July 2023	Mr Gavin Green	Annual Review and Template change

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1. Introduction

Fakenham Academy considers bullying to be an unacceptable form of behaviour.

The purpose of the Fakenham Academy Anti-Bullying Policy is to encourage an environment where independence is celebrated and individuals can flourish without fear. Every student has the right to be safe and happy in the Academy and to be protected when they are feeling vulnerable.

Bullying of any kind has no place at Fakenham Academy and we will work with both victims and perpetrators and their families to prevent further incidences and educate those involved about the harm bullying can cause.

Fakenham Academy is proud to be part of the Stop Hate in Norfolk Protocol. Please visit www.norfolk.gov.uk/safety/hate-crime for more information.

2. Definition of Bullying

Bullying is a deliberately hurtful or series of acts which are intentionally repeated over time.

There are different forms of bullying but the main types are:

Physical

Hitting, kicking or any unwanted physical contact. Taking or hiding belongings (including money).

Verbal

Name calling, teasing, insulting, writing unkind notes, including homophobic and racial comments and discrimination against faith.

Emotional

Being deliberately unfriendly, excluding, tormenting, spreading rumours.

Racial Bullying

When a child or young person experiences repeated hostile or offensive behaviour against them based on the colour of their skin, their cultural and religious background or traditions or their ethnicity or perceived ethnicity.

Homophobic Bullying

When people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality. People may be a target of this type of bullying because of their appearance, behaviour, physical traits or because they have friends or family who are lesbian, gay, bisexual, transgender or questioning or possibly just because they are seen as being different.

Cyber Bullying

Use of communication devices and technology to cause distress and upset to somebody else (in or outside of the Academy). This includes use of social networking sites. This is a matter which the Academy takes very seriously and thus we educate students about the damaging effects of this type of behaviour. Bullying and cyberbullying are covered in Learning for Life, English and Drama lessons and is a subject for assemblies and a variety of different lessons throughout the year.

3. Possible Signs
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Students who are being bullied may show changes in behaviour such as becoming shy and nervous, feigning illness, or clinging to adults. They may show changes in their work patterns, may lack concentration or may even truant from the school.

4. Encouragement to Report
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It is important that we create an atmosphere in the Academy where students who are being bullied, or others who know about it, feel that they will be listened to and believed and that action taken will be swift but sensitive to their concerns.

If cyberbullying is happening outside the Academy e.g. texts, calls, or social networking communication, then it would still be helpful for the Academy to be aware. We would, if those involved are known/suspected, contact the parents of other children and let them know what has been alleged. We would also explain that cyberbullying is a form of harassment and thus a matter that can be passed to the police. The police would be the correct contact for concerns of ongoing harassment when children are out of school and in the care of their parents or carers.

Not reporting protects the bully or bullies and gives the message that they can continue and perhaps, begin bullying others too.

5. What a student should do:
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Students should:

• Not accept bullying inside or outside of the Academy;
• Never become involved with anything to do with bullying;
• Not give bullies any encouragement and show that they and their friends disapprove of a bullying behaviour;
• Report to an adult or a Prefect immediately in person or via email. We remind students that bullies rely on the fact that a student will be too scared to tell anyone because they know that their bullying will be stopped if they do tell;
• Report to an adult or a Prefect immediately or online if they see someone being bullied. The victim may be too scared to do it themselves. Bullying is not to be accepted anywhere and everybody must work together to stop it.

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6. What a parent or Carer should do:

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Parents or carers should:

• Reassure their child that they will do something about it;

• Contact the police or approach the bully's parents or carers if it happens outside of school;

• Contact the Academy's Pastoral Team if they have worries about bullying;

• If bullying concerns continue, contact the Pastoral Team again and the Senior Leader with responsibility for your child's year group

7. What the Academy Will do:

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The Academy will:

• Always treat any incident of bullying seriously and will always take appropriate action;

• Ensure support is available for victims and culprits at any time;

• Support will be offered to the student who has been bullied to rebuild confidence and self-esteem.

• Promote Anti-Bullying Week every year;

• Report incidents of racial and homophobic bullying to the police when applicable;

• Inform the parents or carers of both parties (victim and culprit) about these incidents;

• Put in place sanctions for the culprit/s. This could include isolations, internal and external exclusions where necessary.

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#DON'T DO ZERO, BE A HERO
Fakenham Academy and Community Anti Bullying Policy

BULLYING is the repetitive, intentional hurting of a person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Physical - hitting, pushing, kicking, biting, pinching etc
Verbal - rumour spreading, name calling, threats, teasing etc
Emotional - threatening gestures, isolating others, excluding, manipulating, coercion, hiding things, ridicule
Sexual - unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate images/films.
Cyber - posting on social media, sharing photos, sending nasty messages, social exclusion

Our Community Cares Most About

Students and Fakenham Academy care about ......

Parents/Community care about ....

Staff care about how we use respectful language when talking to each other, particularly around sexual, racial, derogatory and prejudice themes.
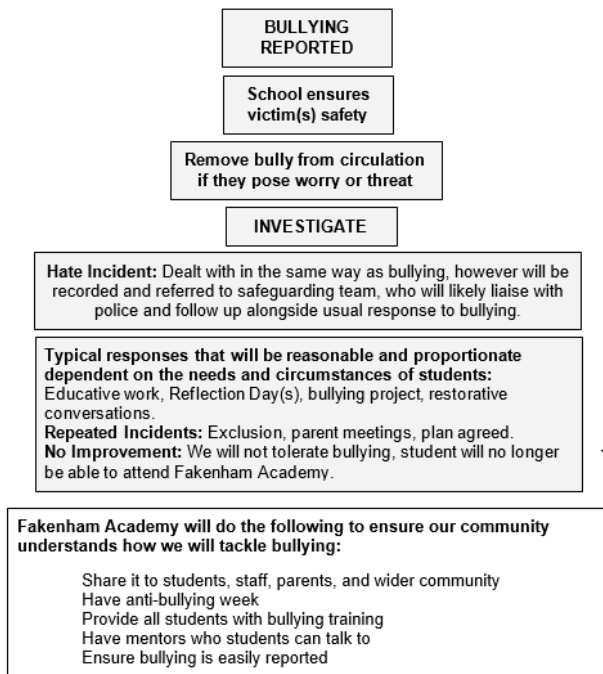
COMMUNITY PLEDGE

As a **member of Fakenham Academy,** I agree to be **Kind** and care as outlined in the Anti-Bullying Policy. I will report bullying quickly by one of the 2 Report Bullying Avenues:

1. Speak to a member of staff.
2. Complete and pass a Bullying Form/ RUOK Card quickly to a member of staff. Forms are available in every Classroom, Reception, Pastoral Offices or at the bottom of this page

HATE INCIDENT is any incident which the victim thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

Response to Bullying Incidents at Fakenham Academy (Flow Chart)

BULLYING REPORTED

School ensures victim(s) safety

Remove bully from circulation if they pose worry or threat

INVESTIGATE

Hate Incident: Dealt with in the same way as bullying, however will be recorded and referred to safeguarding team, who will likely liaise with police and follow up alongside usual response to bullying.

Typical responses that will be reasonable and proportionate dependent on the needs and circumstances of students: Educative work, Reflection Day(s), bullying project, restorative conversations.
Repeated Incidents: Exclusion, parent meetings, plan agreed.
No Improvement: We will not tolerate bullying, student will no longer be able to attend Fakenham Academy.

Fakenham Academy will do the following to ensure our community understands how we will tackle bullying:

Share it to students, staff, parents, and wider community
Have anti-bullying week
Provide all students with bullying training
Have mentors who students can talk to
Ensure bullying is easily reported

Appendices 2 - Staff and pupil response flowchart

STAFF REQUIREMENTS for BULLYING CONCERNS

Stage	Action
INITIAL CAPTURE	1) Witness, parent, victim report suspected bullying to any member of staff. The member of staff records the suspected bullying on Class Charts. OR 2) Staff witnesses unkind behaviour which could be bullying. The member of staff records the suspected bullying on Class Charts.
RAPID RESPONSE	1) Relevant pastoral staff will be alerted via Class Charts that a suspected bullying behaviour has been reported and will immediately go to detailed capture step.
DETAILED CAPTURE	Pastoral Team will gain Student and Staff Views from as larger range of people as possible in this order: 1. Victim(s) and Perpetrator(s) 2. Staff Witness 3. Impartial Student Witnesses 4. Witnesses who have allegiances but proportionate amounts from both sides where possible.
WRAP AROUND INVESTIGATION	The Pastoral Team will read all information and then complete a WRAP Around Investigation Document with recommended course of action to resolve Bullying Concern. Wrap Around Investigation will be agreed with appropriate senior member of staff with direct responsibility for year group.
Bullying Logged on My Concern	If Bullying Behaviour is established following the investigation, the pastoral investigating member of staff will log summary of this behaviour on My Concern because bullying and Child on Child Abuse comes under safeguarding.
REVIEW	As part of the Wrap Around Investigation, their is a review section built into this, which the Pastoral Lead Investigator will complete to check in on parties affected by the bullying concern.

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